

Equality Policy Statement

Essex Cricket is fully committed to supporting the principle and practice of equity.

No participant, volunteer, job applicant or employee will receive less favourable treatment on the grounds of age, gender, parental or marital status, colour, race, ethnic origin, creed, disability, social status or sexual preference or will be disadvantaged by conditions or requirements that cannot be shown to be relevant to performance.

Essex Cricket and its partners in the sport of cricket are united in encouraging all involved in the game to adopt this vision for equity.

Essex Cricket, as guardians of the game in Essex, will:

- ensure that no individual or group is discriminated against in their pursuit of inclusion in cricket or its administration because of any personal characteristic other than those necessary for the proper performance of the roles involved or the membership applied for;
- develop, based on relevant legislation, a planned approach and commitment to opposing intentional or unintentional, direct or indirect discrimination against any such individual or group;
- ensure that affiliated clubs, and individuals working within these organisations as employees or volunteers have access to, or be recommended to incorporate, relevant guidance in pursuit of this commitment to equity;
- ensure that all parties having business with Essex Cricket and all key stakeholders are made aware of the policy;
- recognise its legal obligations under the following acts:
 - **Equal Pay Act 1970**
 - **Rehabilitation of Offenders Act 1974 (and Exemptions Order 1975)**
 - **Sex Discrimination Acts 1975, 1986 & 1999**
 - **Race Relations Act 1976 and the Race Relations Amendment Act 2000**
 - **Children Act 1989 and 2004**
 - **Disability Discrimination Act 1995**
 - **Human Rights Act 1998**

Review Date: November 2025